

SITLA Nominating Committee and Board Member Survey

March 17, 2016



SITLA Nominating Committee

- Jennifer Johnson – Chair (USBE)
- John Baza – Vice Chair (Governor-DNR)
- Lowell Braxton (Governor-UT Petroleum)
- Dan Griffiths (USBE)
- Neil Walter (USBE)
- Jonathan Bates (Governor-USU/UofU)
- Leland Pollock (UT Association of Counties)
- Dave Thomas (USBE)
- David Bailey (Governor-Farm Bureau)
- Mark Compton (Governor-UT Mining Association)
- Jefferson Moss (USBE)

"Each board candidate shall possess outstanding professional qualifications pertinent to the purposes and activities of the trust"

“The board SHALL represent the following areas of expertise

1- Nonrenewable resource management or development

2- Renewable resource management or development

3- Real Estate

Other Qualifications which are PERTINENT

Business

Investment Banking

Finance

Trust Administration

Asset Management

Law

SITLA Board Committees

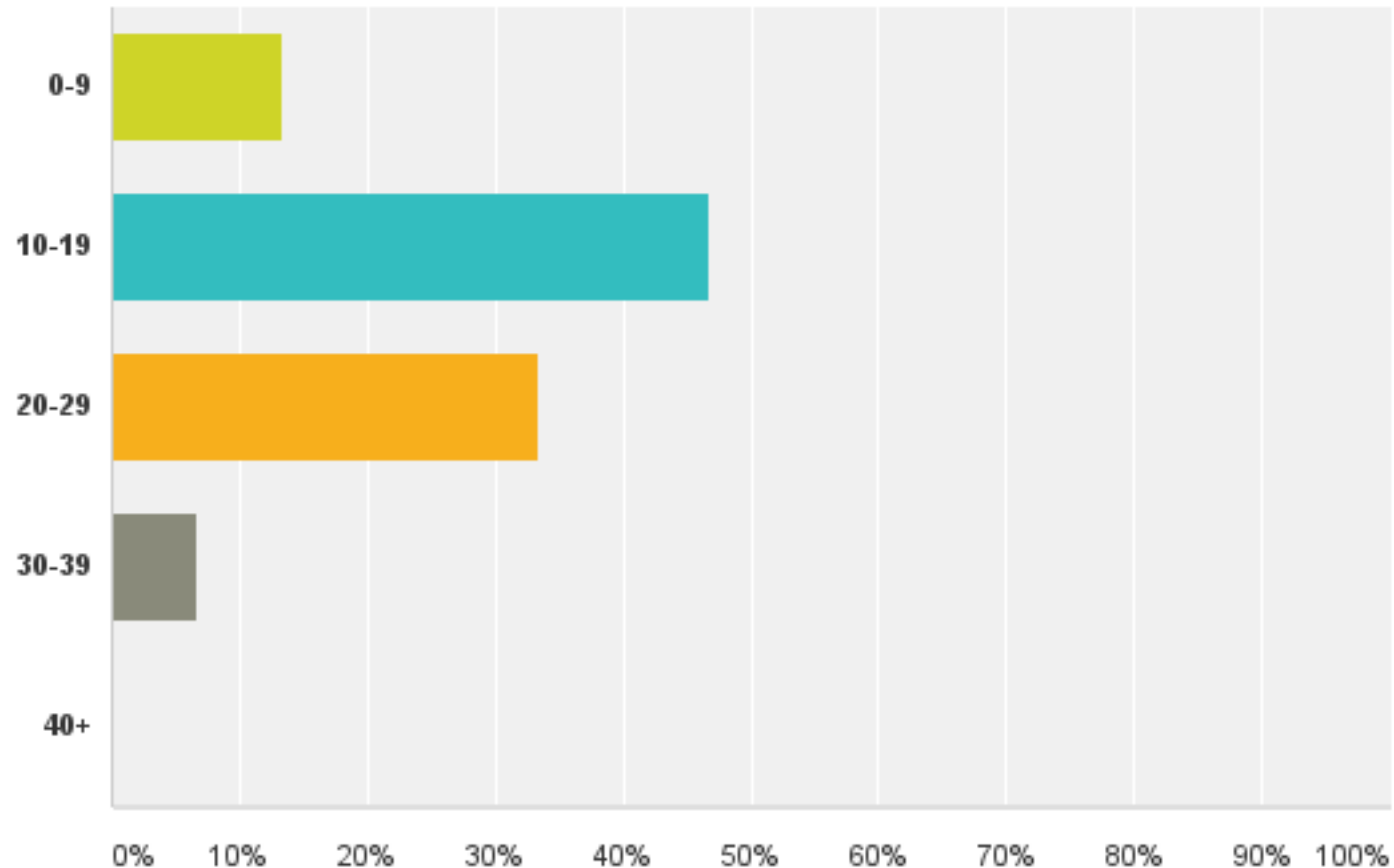
- Oil, Gas, and Mining
- Development
- Surface and Water
- Governmental Affairs
- Audit Committee
- Exchanges, Legal, & Adjudication Review

We conducted an anonymous online survey of current and former SITLA Board Members.



Q2 During an average month, how many hours do you think you spent on board service?

Answered: 15 Skipped: 0

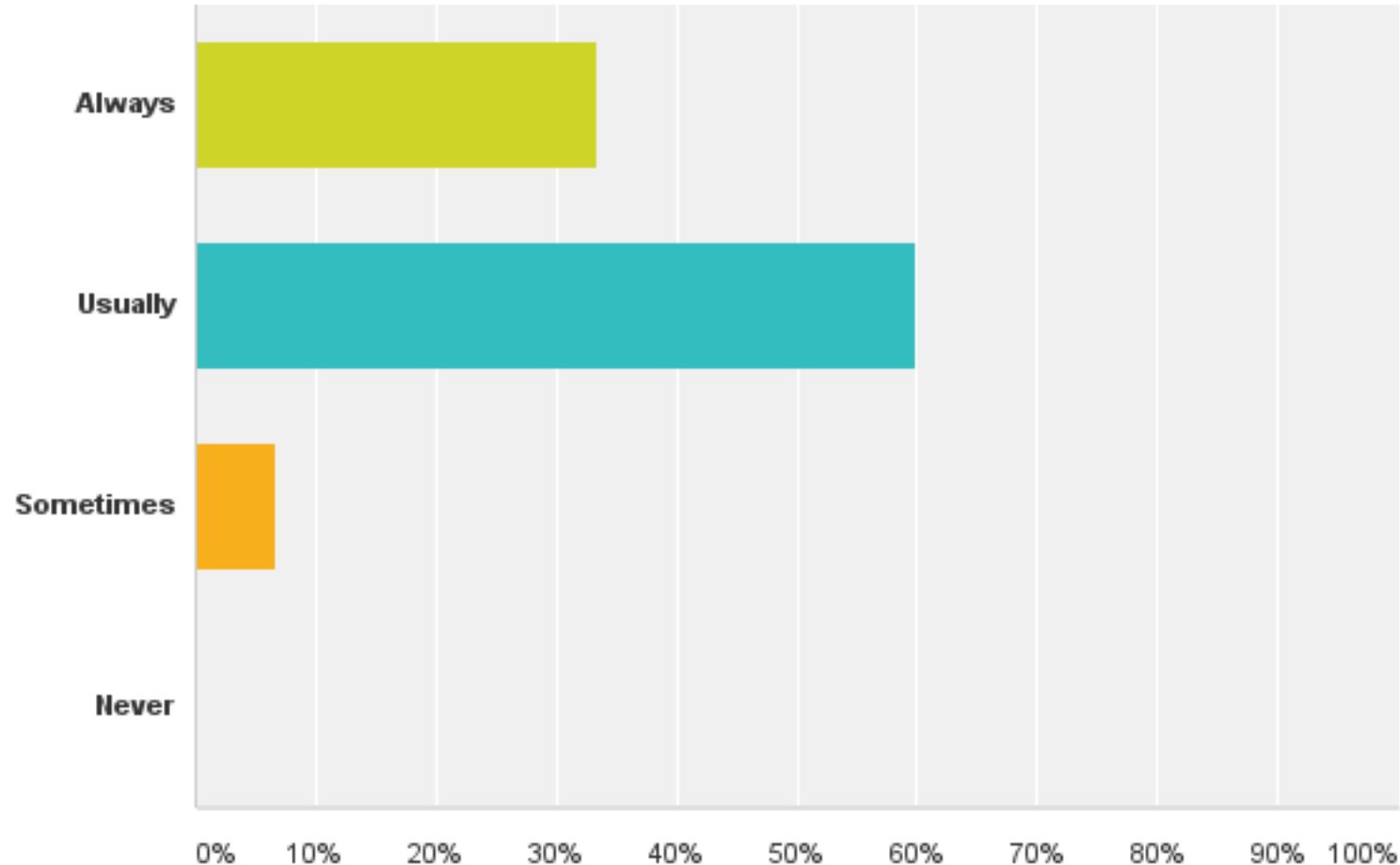


This board is a more significant time commitment than most.

Board members typically spend the equivalent of 2-4 days per month on SITLA board service.

Q4 Did you feel you were provided all the candid information you needed to be an effective board member?

Answered: 15 Skipped: 0



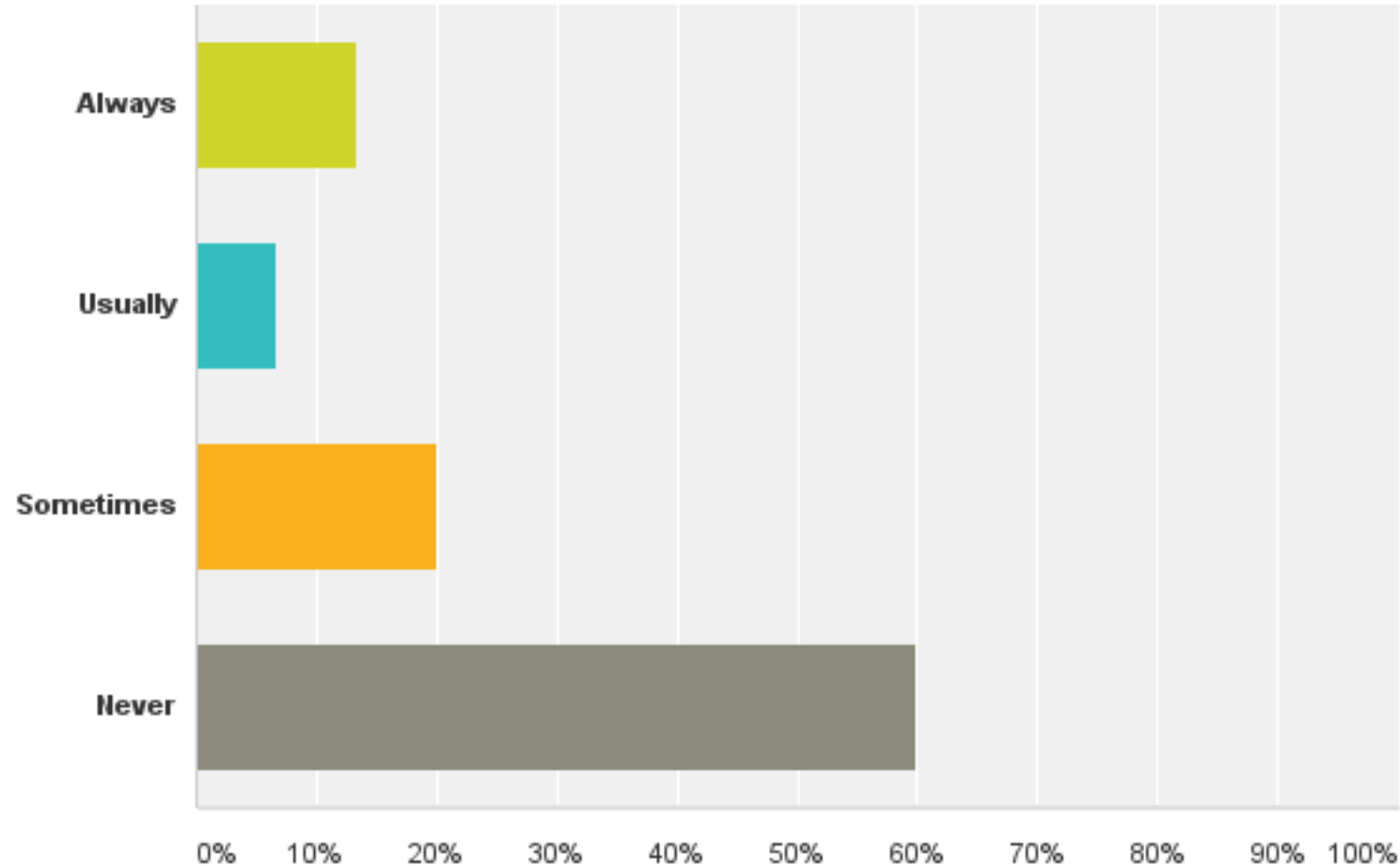
2/3 of board members did not say “always.”

We would like to see 100% of board members say always.

Board members must be prepared to be inquisitive and question assumptions.

Q5 Did you submit per diem and mileage reimbursement requests?

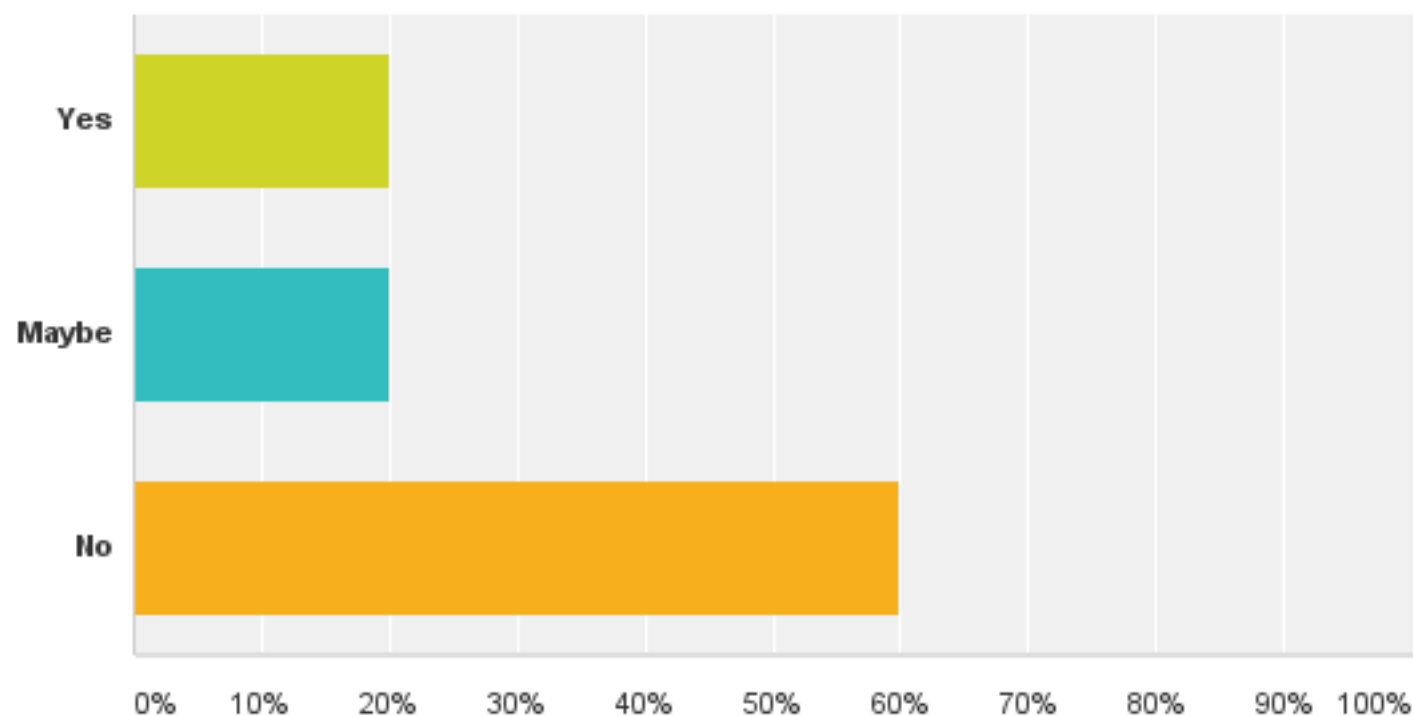
Answered: 15 Skipped: 0



There is a per diem available. Many board members submit for those reimbursements for time, travel, and meals. Many do not.

Q6 If the per diem rates (\$60 per half day, \$90 per full day) were perhaps 2 or 3 times higher, would that, in your opinion, help the board function more effectively?

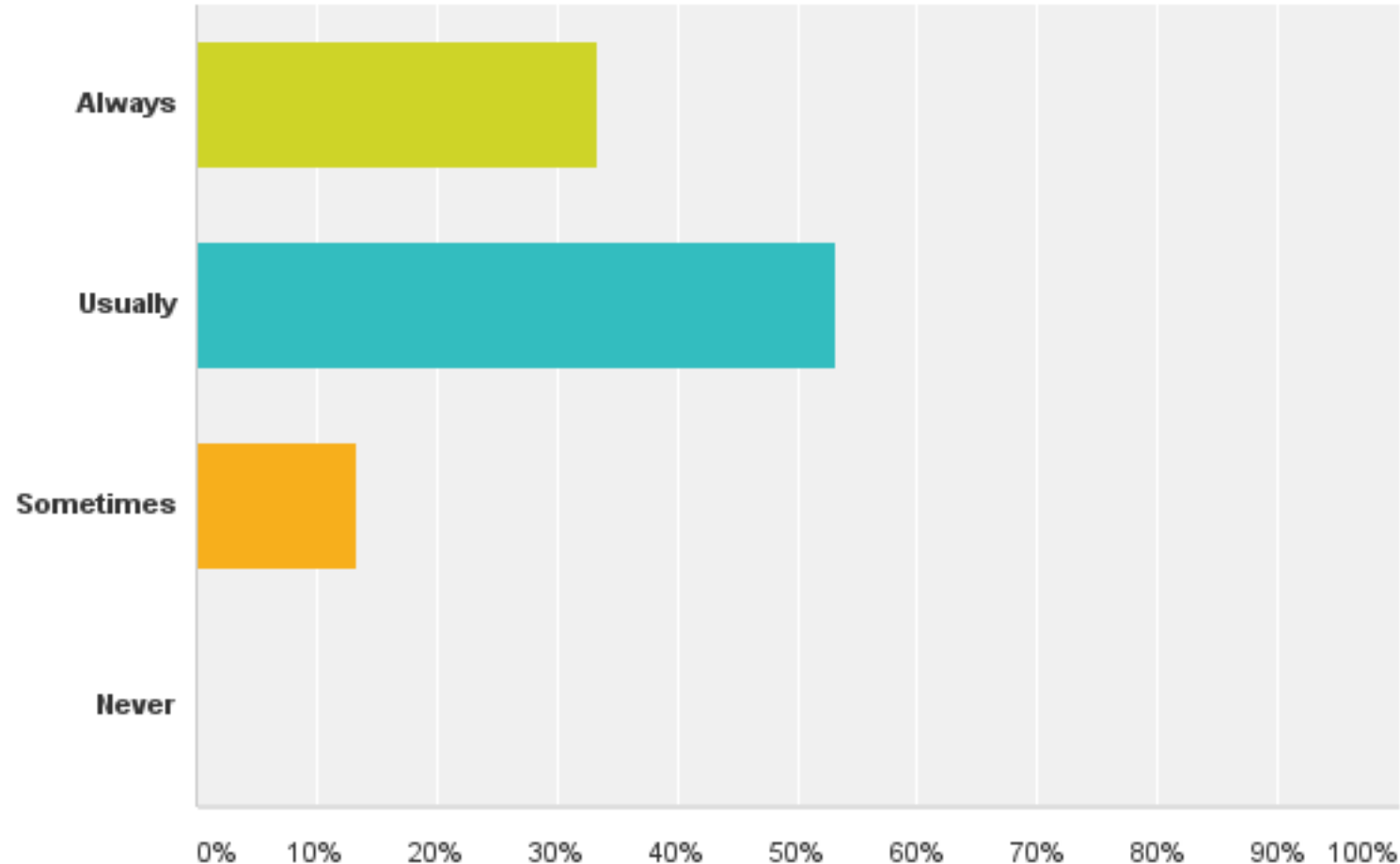
Answered: 15 Skipped: 0



40% indicate a greater per diem might or would help the board function better.

Q7 Did the agency you served utilize your skills and expertise?

Answered: 15 Skipped: 0



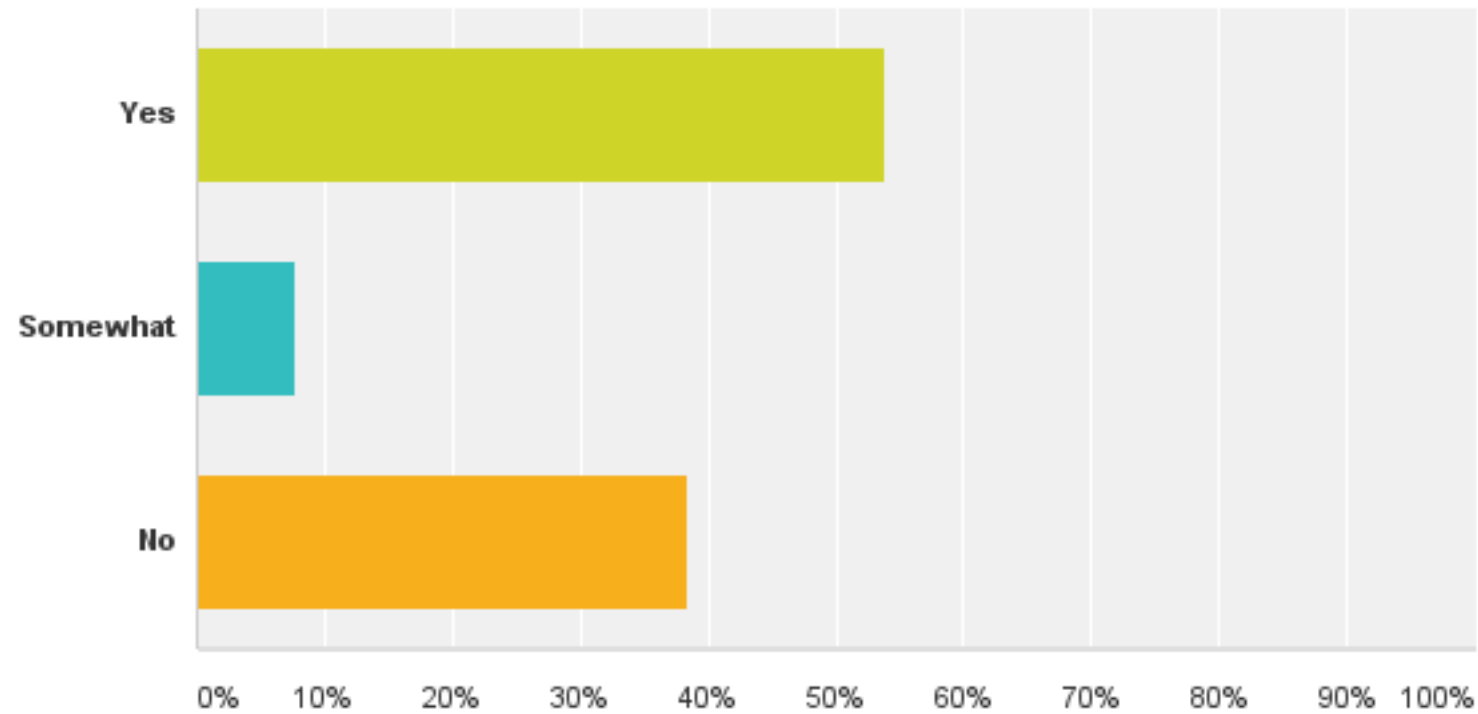
2/3 of board members did not say “always.”

We would like to see 100% of board members say always.

The board will function better if board members are encouraged to assert their knowledge and expertise to the fullest.

Q8 Did the nominating committee adequately prepare you for what board service entailed?

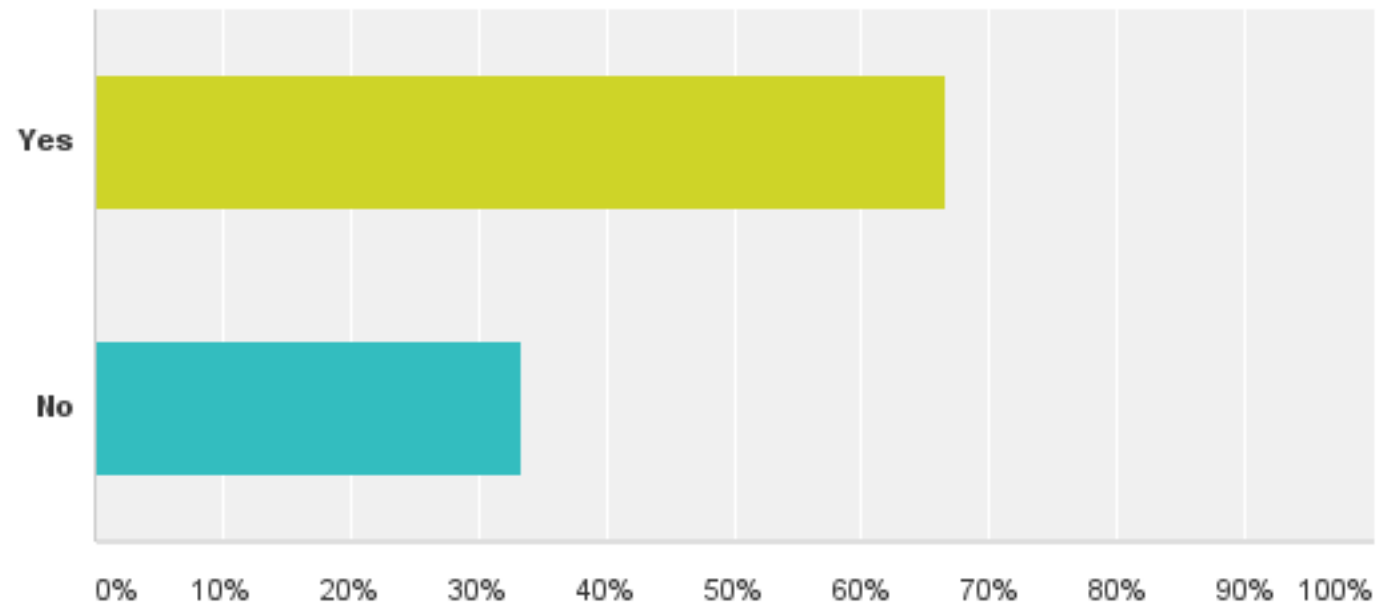
Answered: 13 Skipped: 2



We as a Nominating Committee need to do a better job of making sure board candidates are fully informed of what board service entails

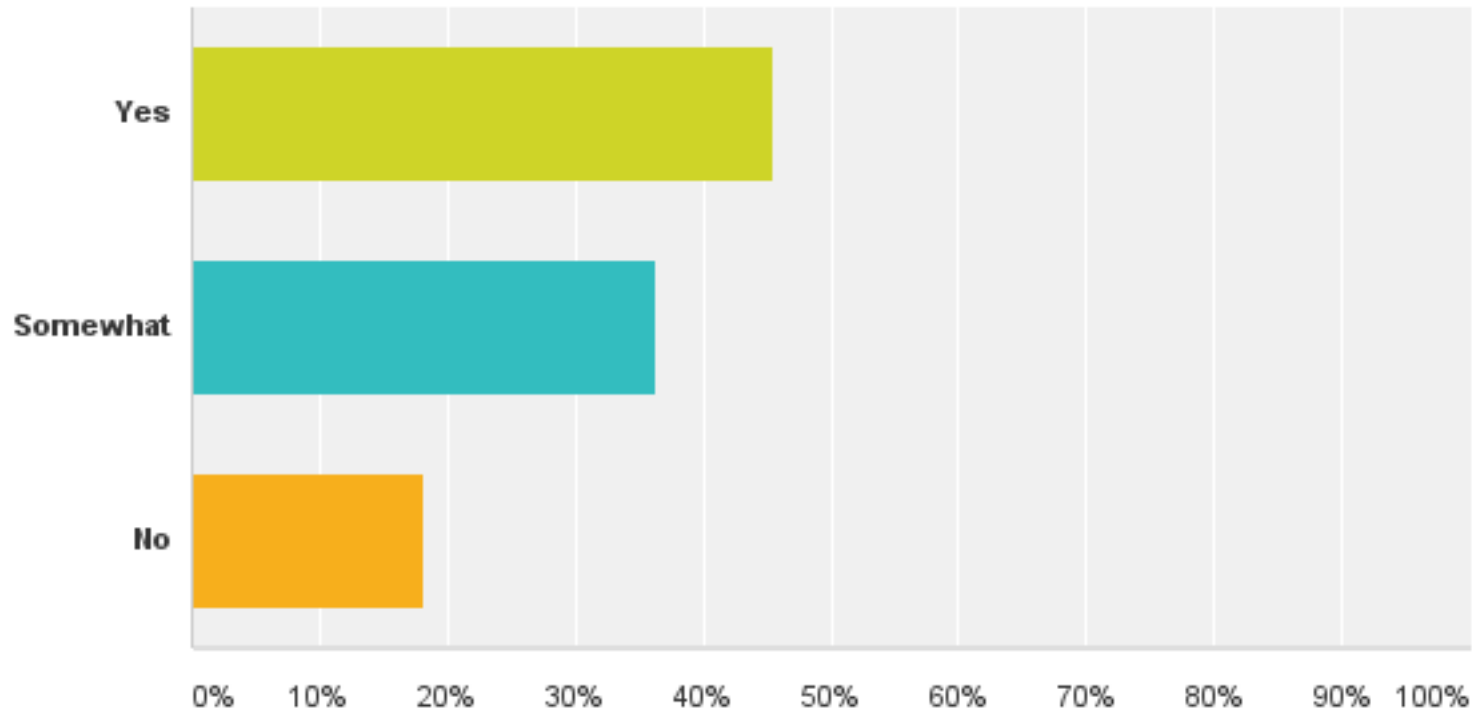
Q9 Did you receive training upon being appointed to the board?

Answered: 15 Skipped: 0



Q10 If so, was the training helpful?

Answered: 11 Skipped: 4

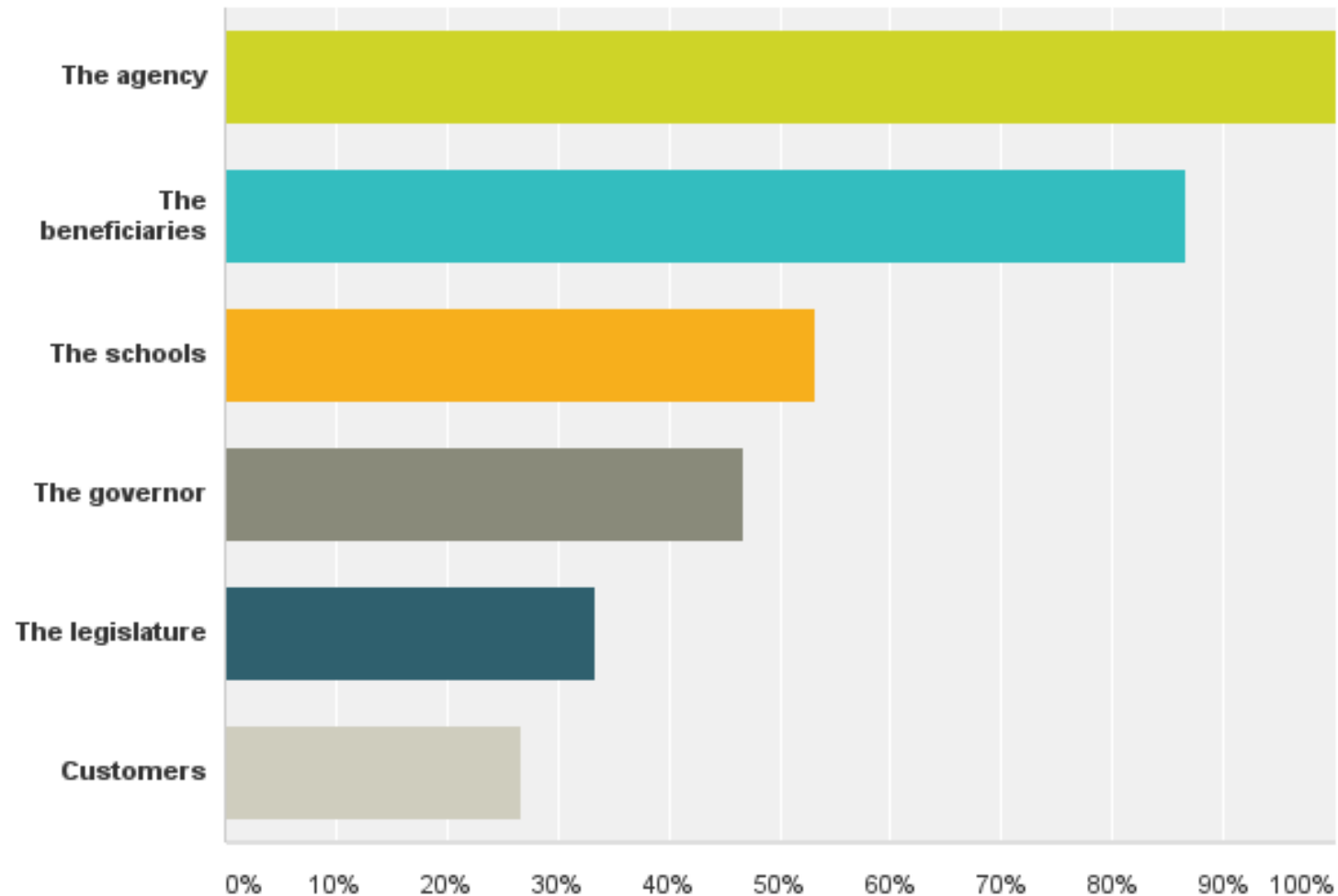


Slightly more than half of board members either did not receive training or found the usefulness of the training to be limited.

Board chairs should take ownership of training, making sure it is consistent and useful.

Q11 Do you think the following entities appreciated your service? (check all that apply)

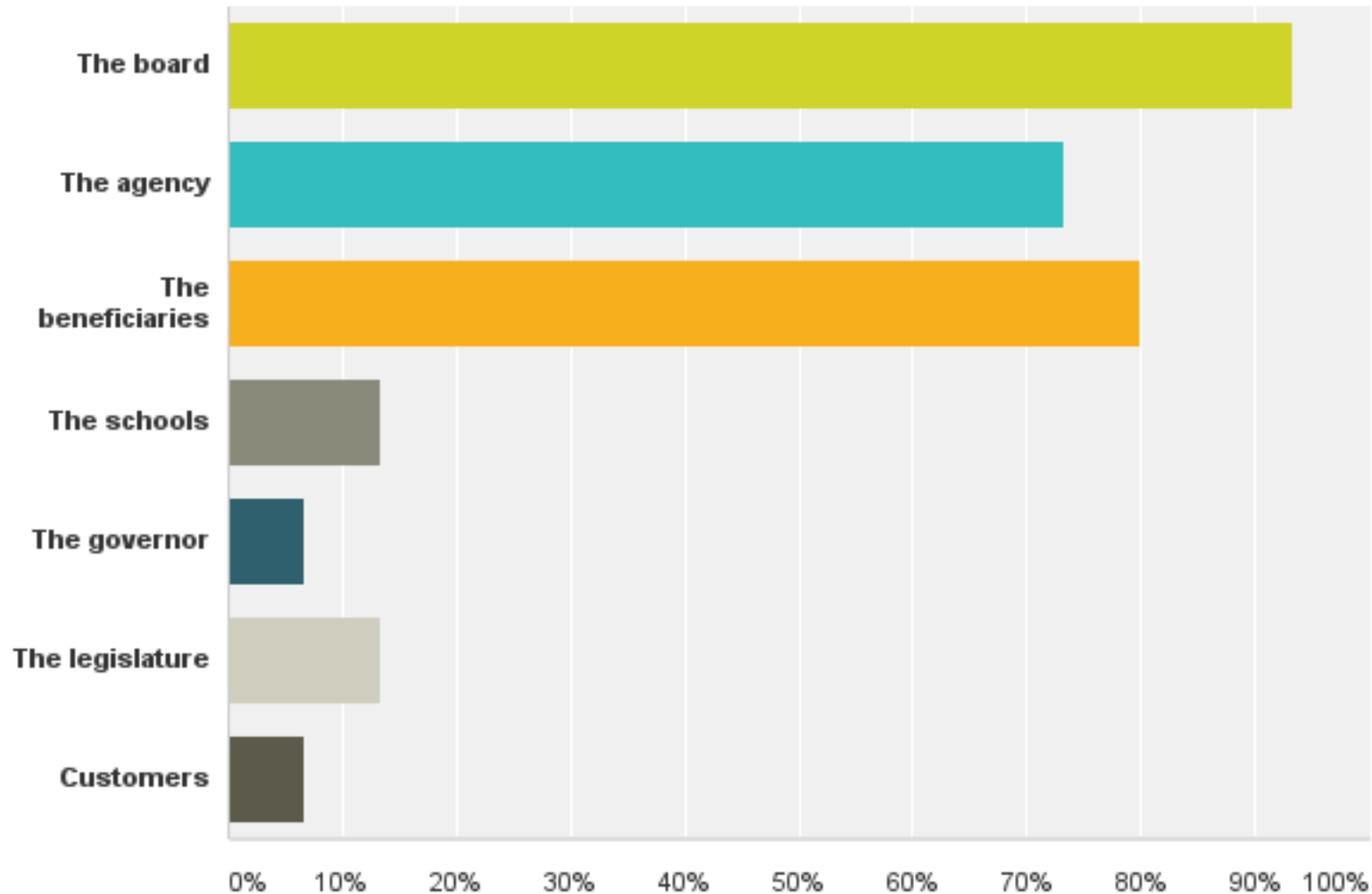
Answered: 15 Skipped: 0



Many different interest groups appreciate the board's service.

Q12 Who do you think drove policy during your service? (check all that apply)

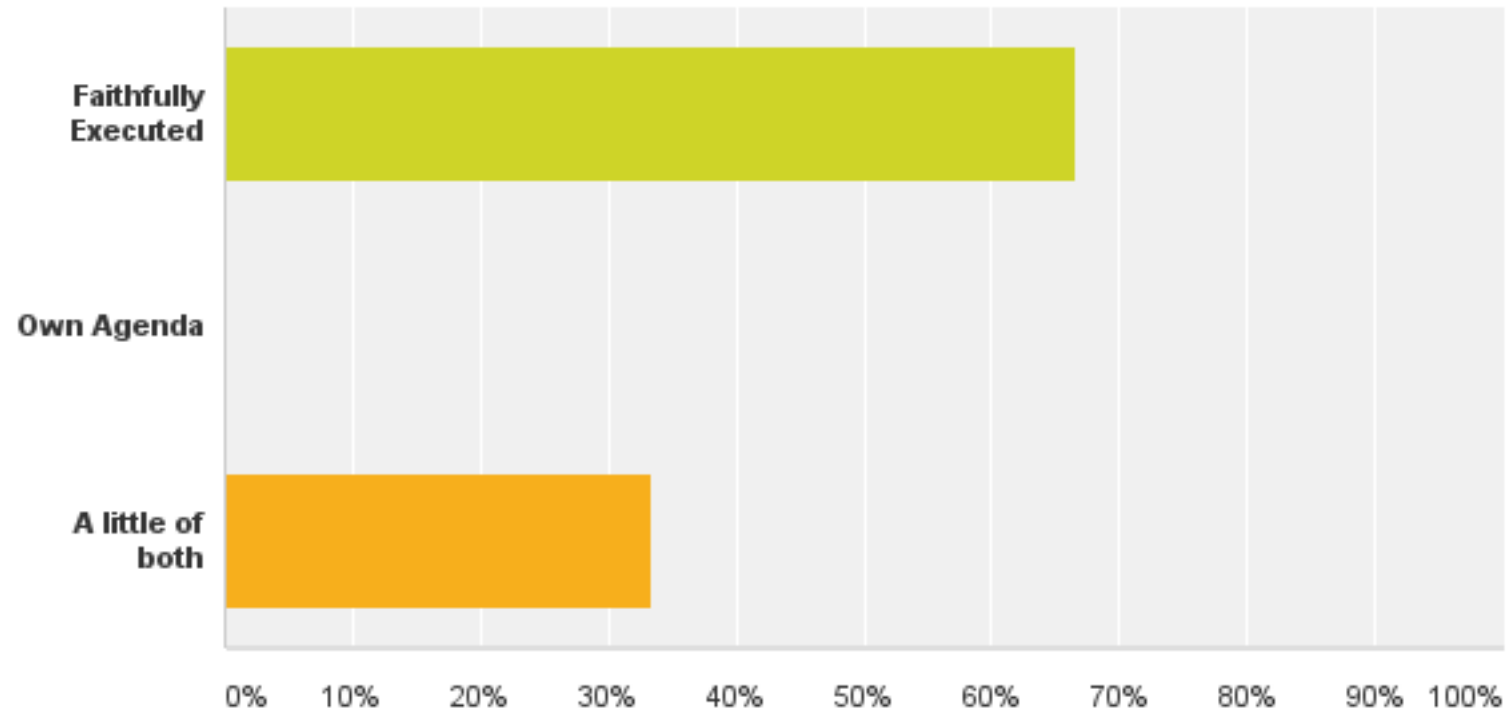
Answered: 15 Skipped: 0



And many interest groups want to have a hand on the steering wheel to drive policy.

Q13 Do you feel that staff faithfully executed your direction, or pursued their own agenda?

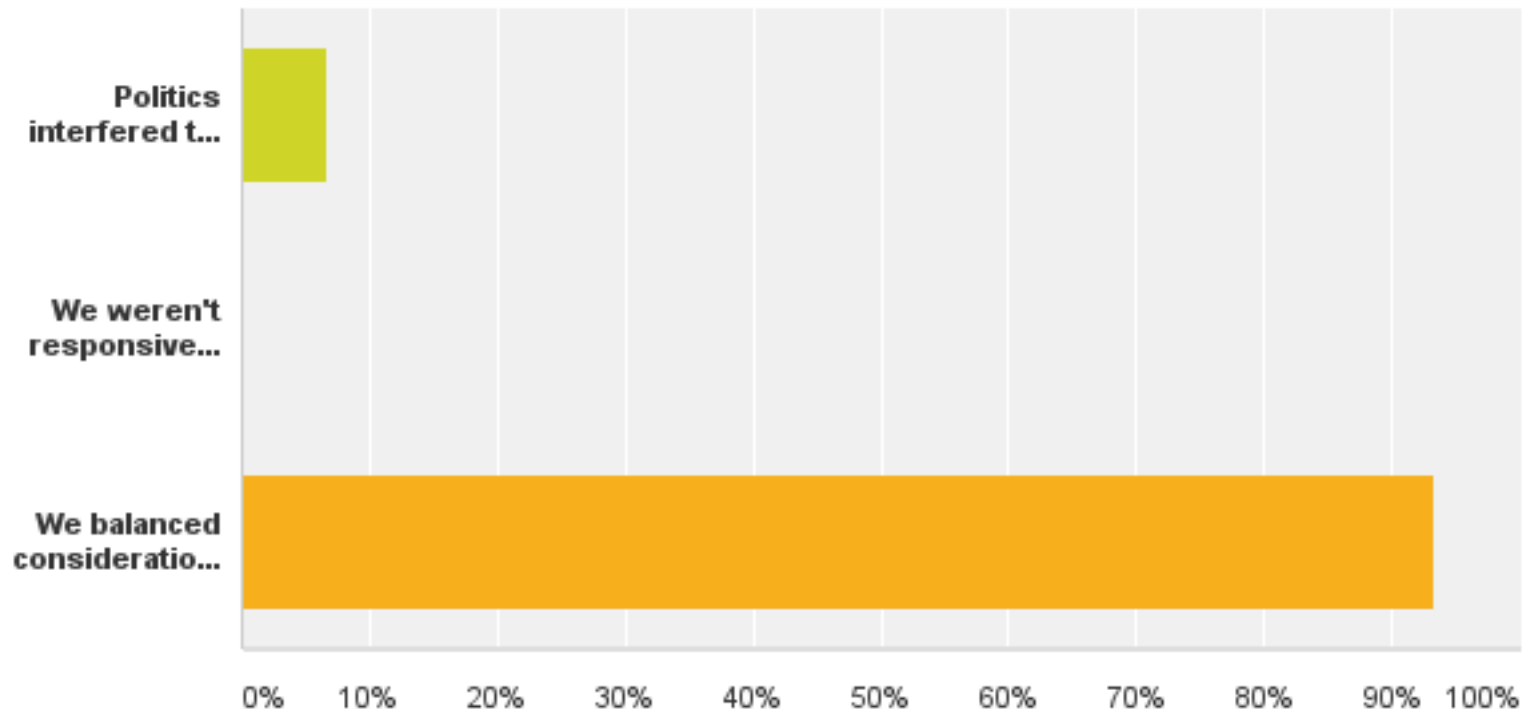
Answered: 15 Skipped: 0



Over thirty percent of board members have felt that staff sometimes pursues their own agenda.

Q14 How well do you think the board managed political pressures during your service?

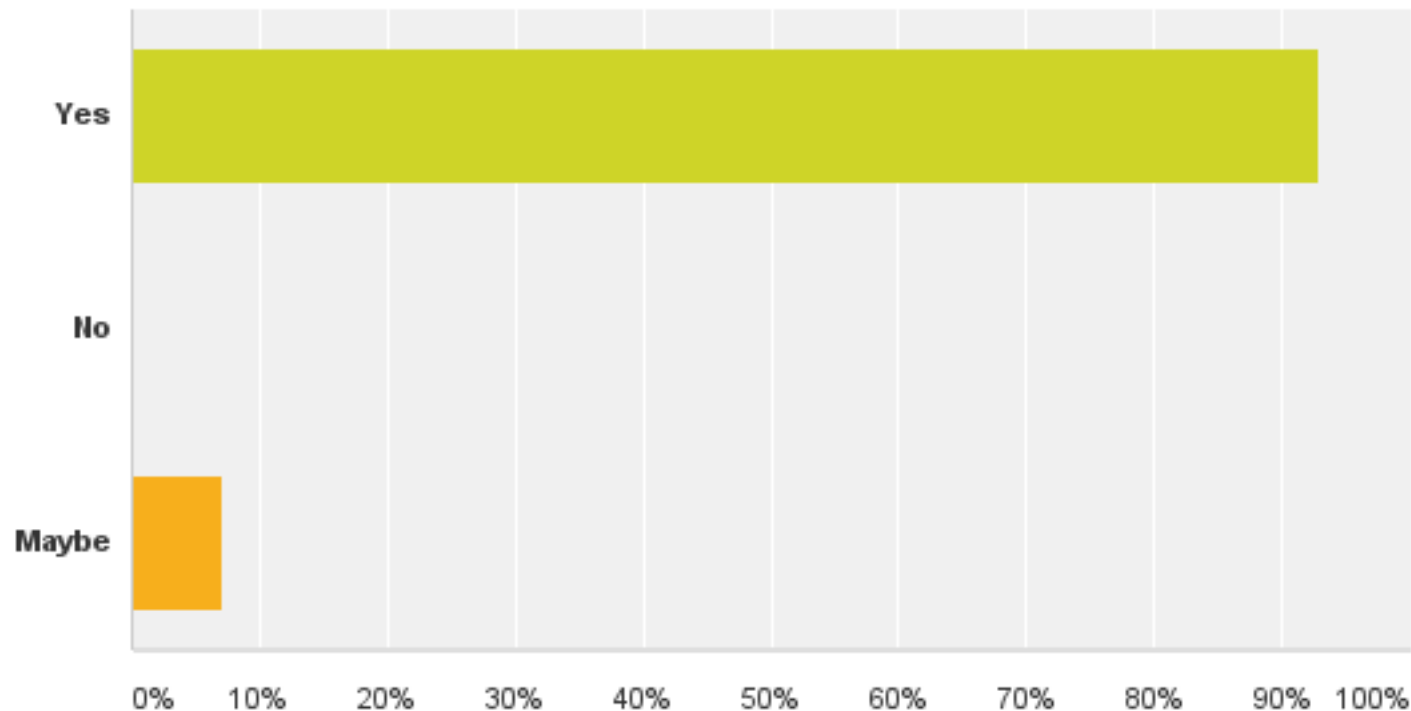
Answered: 15 Skipped: 0



There are political pressures, and all board members feel like the board was aware of and responsive to those pressures, but the vast majority felt that fiduciary duties carried over politics at the end of the day.

Q15 Knowing what you know now, would you be willing to serve on the board again if you had the opportunity?

Answered: 14 Skipped: 1



Almost everyone who has served on the board has found it to be one of the most rewarding things they have done, and over 90% said they would be willing to serve again if they could